



BTA's negotiating team, comprised of Lori Adams, Kim Anderson (ill), Les Cohen, Sue Conway, Sonya Lowe, and Colleen Flores, met with BUSD's negotiating team Steve Andelson, lawyer, Anita Schackmann, David Jaynes, Tom Kissinger, Laura Flossi and David Guyer (ill) at the BTA office.

No agreements were signed but the following events and discussions occurred.

**Induction Mentor/Professional Mentor** – Sharon Cuseo joined the meeting to review the allocation of Educator Effectiveness Grant money. The District believes there is not enough money to expand the mentor program to teachers who self refer or members who are hired as interns without a credential due to the teacher shortage. In light of the teacher shortage and recent members being non-reelected, BTA firmly believes that teachers not eligible for Induction need support and asked the District to reconsider since the cost will not be significant to the overall budget. The District agreed to revisit the topic with cabinet and principals to look at how many people would actually take advantage of this benefit.

**Special Education Update** – Tom Kissinger provided an update on the activities and status of development of the Special Education Master Plan. Meetings are being held Thursdays at 3:30 in the District Office. Charts are being created regarding tasks and who will address them and when they will be completed. They hope to have the Master Plan ready for a second reading by the end of May. BTA's team requested that the plan be brought to the bargaining table to make sure there are no violations of our Collective Bargaining Agreement or if there is language that needs to be agreed upon. The District agreed to bring information to the table and to coordinate the plan implementation with the bargaining process.

**Paid Parental (Child Bonding) Leave** – BUSD submitted a counterproposal to BTA. The proposal includes a 15-day notice to start a leave and requires members to take the leave in a minimum of two-week increments. The District also removed a line specifying that the 12 workweeks of leave allowed would be per member instead of shared between spouses. The new law does not include any of these proposals. Discussion ensued and the District explained the difficulty in finding quality substitutes to cover the classes. BTA expressed the need for shorter periods of absence, as parents should have flexibility in determining how and when they bond with their children. BTA will counter at the next bargaining session. The District seems to be holding their ground on these issues so it may behoove members who feel strongly about this new benefit to contact the Board of Education and discuss the details of how this will be executed.

**Budget Update-** Lina Sola joined the meeting to answer questions regarding changes in various line items. It was clarified that Books and Supplies are inflated because it acts as a holding account for new funds that are yet to be allocated. Many funds are transferred between accounts as the year progresses. BTA requested a detailed list of consultants and their cost, as well as more detail on Books and Supplies expenditures.

**Article 11 Class Size** – BUSD provided a counterproposal, which rejected BTA's proposal to add contract language to eliminate the need for an annual MOU. The District wanted to maintain class size language in the MOU, saying they did not want to tie the hands of future administrations due to the uncertainty of the future. BTA strongly disagrees with this rationale. The language in the Collective Bargaining Agreement is vague and leaves the district open to a grievance. It is up to us to provide clear language to avoid conflicts in the future. BTA will provide a counterproposal.

**Article 9: Hours**-The District had questions about outdated language in section 9.4.3.1 (3) wondering why the “type of facility and school seniority” would be considered in assigning a .2. BTA is researching the issue and will return with an answer to whether the statement should be removed.

**Articles 7: Wages, Article 8: Health and Welfare Benefits** will be addressed in future bargaining sessions.

The next date for negotiations will be **March 30, 2017 at the BTA Office.**